

Hartmore School

Gloucester Road, Hartpury, Gloucester, Gloucestershire GL19 3BG

Inspection date

18 October 2023

Overall outcome

The school is unlikely to meet the relevant independent school standards if the material change relating to the school provision is implemented

Main inspection findings

Part 3. Welfare, health and safety of pupils

Paragraphs 7 to 7(b)

- Safeguarding leaders understand the importance of keeping pupils safe. They provide staff, including those newly appointed, with relevant and regular safeguarding training. This covers important issues such as child sexual exploitation and online safety. Staff are alert to anything that may indicate a pupil is at risk of harm. Record-keeping shows that safeguarding leaders act quickly when staff raise concerns. If needed, the school refers concerns to the relevant authorities.
- Safeguarding leaders meet weekly to check that pupils are getting the support they need. They share relevant safeguarding information about pupils with staff. This creates an open culture where staff understand pupils' vulnerabilities and adapt the support they provide.
- Pupils forge strong relationships with each other and staff. They feel safe and well cared for.
- The school's safeguarding policy is published on its website. It shows due regard to the most recent statutory guidance issued by the Secretary of State.

Paragraphs 11 to 12

- The school has a clear health and safety policy. It sets out the roles and responsibilities of key staff across both sites. Regular maintenance tasks, such as hot and cold water checks, show that staff implement the health and safety policy effectively.
- The school conducts an annual audit of the health and safety procedures. This assures the proprietor that arrangements are effective.
- The proprietor complies fully with the Regulatory Reform (Fire Safety) Order 2005. Each year, an external specialist conducts a risk assessment. The most recent fire risk assessment was completed in July 2023. It raised no concerns about the school's procedures.

- Fire wardens complete the required checks. For example, they test the fire alarms, fire doors and escape routes each week. There are clear procedures in place for the safe evacuation of both sites.
- All staff complete health and safety and fire awareness training.

Paragraph 14

- Due to pupils' social, emotional and mental health needs, the school maintains a high staff-to-pupil ratio. Pupils are well supervised at all times, including when completing off-site activities. The proprietor intends to recruit additional staff to ensure that they can safely manage an increase of 10 pupils.

Paragraph 16

- The school has established a suitable risk assessment policy. It provides staff with guidance and support when creating risk assessments. For example, staff are trained to identify adequate staffing ratios, potential hazards and medical arrangements if pupils are taken ill. Senior staff check each risk assessment to make sure they are appropriate. Staff regularly review and update pupils' individual risk assessments following any incidents.
- The independent school standards (the standards) in this part are likely to be met if the request for the material change is approved.

Part 4. Suitability of staff, supply staff, and proprietors

Paragraphs 18(2) to 18(3)

- The proprietor follows safer recruitment procedures when appointing staff. A central human resources team supports the school in completing the required checks before adults start to work at the school.

Paragraphs 19(2) to 19(3)

- The school does not employ supply staff. However, senior staff know what checks need to be carried out should it become necessary to do so in the future.

Paragraphs 20(6) to 20(6)(c)

- Members of the proprietor body complete the checks needed to confirm their suitability for the role, including section 128 management checks.

Paragraphs 21(1) to 21(7)(b)

- The school records statutory information about staff safeguarding checks on an electronic single central record (SCR). Minor administrative errors on the SCR were rectified during the inspection.
- The standards in this part are likely to continue to be met if the material change is approved.

Part 5. Premises of and accommodation at schools

Paragraph 23

- Separate toilet facilities are available to pupils on both sites. All washing facilities include hot and cold water. Hot water does not scald. The number of toilets is sufficient for the proposed increase in pupil numbers.

- Since the previous inspection, the school has removed the changing accommodation and showers from the main school site. The second site does not have shower facilities. It is a requirement for pupils from the age of 11 who undertake physical activities to have access to showers.
- The standard in this paragraph is now not met.

Paragraphs 24 to 29

- Both sites have temporary space for short-term medical care. A foldable bed and appropriate washing facilities are available if required. These spaces are located close to toilet facilities.
- The premises on both sites are well maintained. Classrooms and teaching spaces are of a good size. They are well lit and provide suitable heating and acoustics. To support an increase in pupil capacity by 10, the school has reorganised existing classrooms on the main site. This provides the space required to accommodate an increase in pupil numbers without compromising the learning and experiences that the school offers.
- External lighting is in place to ensure safe entry and exit to the school sites for staff, pupils and visitors.
- Across both sites, drinking-water is available throughout the day.
- Pupils have ample outside space to play and socialise. The main site has a dedicated and secure area for ball games. Physical education will continue to take place off site at different venues. For example, primary-age pupils have swimming sessions at a local pool.
- The standards in these paragraphs are likely to be met if the material change is approved. However, overall, the standards in part 5 are unlikely to be met if the material change is implemented.

Part 8. Quality of leadership in and management of schools

Paragraph 34(1)(c)

- The school places pupils' care and welfare at the core of its work. Leaders, staff and the proprietor are committed to providing a high-quality education for pupils with social, emotional and mental health difficulties.
- There is a strong culture of safeguarding. The school gives pupils' well-being and safety the highest priority.
- This standard is likely to be met.
- *Paragraphs 34(1) to 34(1)(b)*
- The proprietor and senior leaders do not demonstrate confident knowledge of the standards. For example, they have not considered the implication of removing the changing and showering facilities for pupils. The proprietor has not developed robust systems to ensure that the school continually meets the standards should the material change be approved.
- These standards are not likely to be met.
- Overall, the standards in this part are not likely to be met.

Schedule 10 of the Equality Act 2010

- The school has written an accessibility plan. It outlines how the school meets the requirements of schedule 10 of the Equality Act 2010.

Compliance with regulatory requirements

The school is unlikely to meet the requirements of the schedule to the Education (Independent School Standards) Regulations 2014 ('the independent school standards') and associated requirements that are relevant to the material change, as set out in the annex of this report.

School details

Unique reference number	115809
DfE registration number	916/6072
Inspection number	10298831

This inspection was carried out under section 162(4) of the Education Act 2002, the purpose of which is to advise the Secretary of State for Education about the school's likely compliance with the independent school standards relevant to the material change that the school has applied to make.

Type of school	Other independent special school
School status	Independent special school
Proprietor	Hartmore Education Limited
Chair	Steve Miller
Headteacher	Harry Howells
Annual fees (day pupils)	£48,894
Telephone number	01452700942
Website	www.hartmoreschool.co.uk
Email address	schooloffice@hartmoreschool.co.uk
Date of previous standard inspection	11 to 13 October 2022

Pupils

	School's current position	School's proposal	Inspector's recommendation
Age range of pupils	7 to 18	7 to 18	7 to 18
Number of pupils on the school roll	48	58	48

Reason for inspector's recommendations

The school is unlikely to meet all of the standards should the requested changes be approved. The school does not provide suitable changing accommodation and showers for pupils aged 11 years or over. Leaders and managers have not ensured that the standards are consistently met.

Pupils

	School's current position	School's proposal
Gender of pupils	Mixed	Mixed
Number of full-time pupils of compulsory school age	48	58
Number of part-time pupils	0	0
Number of pupils with special educational needs and/or disabilities	48	58
Of which, number of pupils with an education, health and care plan	45	58
Of which, number of pupils paid for by a local authority with an education, health and care plan	45	58

Staff

	School's current position	School's proposal
Number of full-time equivalent teaching staff	32	37
Number of part-time teaching staff	5	5
Number of staff in the welfare provision	1	1

Information about this school

- Hartmore School offers specialist provision for boys and girls with social, emotional and mental health difficulties.
- The proprietor is Hartmore Education Limited.
- The school operates from a main site on the outskirts of Hartpury. It also uses a second site 'Alison House' exclusively for girls.
- Most pupils who attend the school have an education, health and care plan. Pupils are placed at the school by their representative local authorities.

- The school does not use any alternative provision.
- A full standard inspection took place in October 2022, when the school was judged to be good.

Information about this inspection

- The Department for Education commissioned the inspection in response to the proprietor's request to increase the maximum pupil capacity from 48 to 58. This is the second material change to the school's registration since its opening in 2004.
- During the inspection, the inspector met with the headteacher and other school staff. The inspector held a telephone call with the new director of safeguarding. It was not possible to speak with the chair of the proprietor body due to a pre-planned holiday.
- The inspector toured both sites with the headteacher to check the suitability and safety of the premises for increased pupil numbers and the relevant standards.
- The inspector observed pupils in lessons and breaktime activities. He spoke informally to staff and pupils.
- The inspector scrutinised a range of documents provided by the school, including risk assessments, site plans, policies and documents related to safeguarding.

Inspection team

Dale Burr, lead inspector

His Majesty's Inspector

Annex. Compliance with regulatory requirements

The school is unlikely to meet the following independent school standards

Part 5. Premises of and accommodation at schools

- 23(1) Subject to sub paragraph (2), the standard in this paragraph is met if the proprietor ensures that–

–23(1)(c) suitable changing accommodation and showers are provided for pupils aged 11 years or over at the start of the school year who receive physical education.

Part 8. Quality of leadership in and management of schools

- 34(1) The standard about the quality of leadership and management is met if the proprietor ensures that persons with leadership and management responsibilities at the school–
 - 34(1)(a) demonstrate good skills and knowledge appropriate to their role so that the independent school standards are met consistently;
 - 34(1)(b) fulfil their responsibilities effectively so that the independent school standards are met consistently.

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